WEL CONNECTED

WOMEN EXECUTIVE LEADERSHIP | QUARTERLY NEWSLETTER

4th QUARTER 2026

"Leadership is about listening, learning, and empowering others."

– Susan Arnold, Former Chairwoman, The Walt Disney Company



A New Year. A Renewed Vision. An Even Greater Impact!

What an exciting year 2026 has been for WEL! We delivered **more than 12 programs and events** across South Florida and Tampa, welcomed **three new Board members and seven new sponsors**, experienced significant membership growth, received **two awards recognizing our impact**, and embarked on an AI transformation to strengthen how we operate and serve our community. These accomplishments are a testament to the passion, commitment, and collective talents of our WEL Board and Community.

As we look toward 2027, our vision and calling have never been more important: **advancing greater balance in leadership, executive suites, and corporate boardrooms** by advocating, educating, and connecting accomplished leaders. We are excited about the incredible programming and opportunities ahead and delighted that **Amelia Waters will step into the role of President in January**, while I continue serving as Board Chair. I am confident that WEL will become even better, bigger, and stronger with Amelia at the helm! Our strategic planning and work with On the Ball and The Daily Drip reflect our commitment to continually evolve, think bigger, and strengthen the value we bring to our community.

We also continue to expand our ecosystem of partner organizations that enrich our members' experiences and open doors to new opportunities. Through **Athena Alliance, Leaderboard, FWOB,** and, beginning in January, **The Daily Drip**, our new digital branding partner, we are extending our reach and expanding the resources available to our members.

Together, we are building on WEL's legacy, amplifying our impact, and creating an even stronger future!

I leave you with inspiring thoughts for the quarter at the end of this newsletter with my new column, "Cindy's Spark: Words to Lead By," timeless wisdom for leaders worth pondering each quarter.

As this is our final newsletter of 2026, the WEL Board and I wish you and your families a festive holiday season filled with love, laughter, joy, and fun adventures!

I am incredibly grateful for the opportunity to celebrate and share in the journey with our extraordinary Board, committees, members, and broader community over the past 27 years. Thank you for being such an important part of WEL and for all you contribute to our community.

Wishing you all a happy, healthy, and wonderful New Year!



OUTLOOK ON PROGRESS!

PROGRESS UPDATE: BOARD OPPORTUNITIES FOR FLORIDA WOMEN

KEY TAKEAWAYS: More than **3,000 independent board seats** are likely to open nationally in the next several years, and Florida's growing public company landscape is creating even more opportunities for women in Florida. FWOB is inspiring Florida companies to do their part so women leaders fill their fair share of seats. WEL is focused on helping our women get ready to seize each relevant opening!

THE GOOD: **30 companies** joined Florida's Russell 3000 this year through relocations, IPOs, and growth. These newcomers have relatively few women on their boards, a golden opportunity to build in balance.

THE NOT-SO-GOOD WITH A SILVER LINING: Women hold **26.5%** of Florida's public company board seats versus **29.2%** nationally, and just **43%** of Florida companies have three or more women on their boards versus **53%** nationally. Eight of the 30 new companies have no women on their boards. The silver lining: **that gap is the opportunity. Let's go after it!**

CREATING DEMAND: FWOB is advocating with Florida companies to seek out the best talent, reviewing candidates regardless of gender.

BEING READY: Network strategically. Expand your visibility, and highlight your readiness to serve, including your **innovation and technology expertise**, which is in demand.

REGISTER FOR THE NOVEMBER 17 VIRTUAL EVENT TO LEARN MORE

EXPLORE THE FULL REPORTS:
WEL SUMMARY
FWOB CENSUS REPORT
SPENCER STUART BOARD INDEX



Please Join Us in WELcoming the Following Member to the WEL Community!

NEWEST SAPPHIRE MEMBER:



Carey Goldberg, Chief Human Resources Officer

Please Join Us in WELcoming Our New Administrator, Nikki Paras!

Nikki has already been doing a fabulous job supporting our Board, committees, and day-to-day operations. Her enthusiasm, attention to detail, and proactive approach have made a wonderful impression as she helps keep WEL connected, organized, and moving forward.



We're so happy to have Nikki on board. Welcome to WEL!

WEL DESERVED APPLAUSE

CINDY KUSHNER

2026 IMPACT HONOREE

Florida's Top 100 Most Influential Executive Women Awards

We celebrate Cindy Kushner for this well-deserved recognition among Florida's most influential executive women.

Impact isn't just an award. It's the difference we make. Cindy exemplifies this through her dedication to empowering women, inspiring leaders, and driving meaningful change.

INFLUENTIAL EXECUTIVE WOMEN



WEL DESERVED APPLAUSE

MAUREEN SHEA

2026 LEGACY HONOREE

Florida's Top 100 Most Influential Executive Women Awards

We proudly celebrate Maureen Shea and the legacy she has built through years of leadership and service.

A legacy isn't just what we accomplish. It's what we inspire others to achieve. Through her dedication to supporting women and helping others succeed, Maureen continues to inspire future generations.

INFLUENTIAL EXECUTIVE WOMEN



If you have received a promotion, award, or other celebration-worthy recognition, we want to be among the first to congratulate and celebrate YOU!

Please email **Admin@WELFlorida.org** if you would like to be featured in our newsletter or social media.



2027: A Year of Connection, Inspiration & Opportunity!

Big things are ahead for WEL Florida in 2027!

Get ready for an exciting year of **meaningful connections, inspiring conversations, and opportunities to grow, engage, and lead!**

From **networking breakfasts and exclusive member gatherings** to dynamic **panel discussions** and our highly anticipated **Signature Event,** we're planning a year filled with opportunities to connect with accomplished leaders across South Florida and Tampa Bay.

More connections. More inspiration. More opportunities to lead.

We can't wait to share what's ahead and make 2027 an incredible year together!

Stay tuned—our 2027 calendar is coming soon!

And be sure to check out all the events open to our WEL community through our Strategic Alliances with Athena Alliance, Florida Women on Boards, and Leaderboard.

ATHENA ALLIANCE

FL WOMEN ON BOARDS

We look forward to connecting with you at an event soon!

VIEW THE FULL EVENT CALENDAR →



COMING SOON!

Stay tuned for our new weekly email highlighting upcoming WEL and partner events, bringing relevant opportunities to connect, learn, and engage directly to your inbox!

RAVE REVIEWS

SIGNATURE EVENT - SEPTEMBER 30, 2026



ALBUM

TAMPA NETWORKING - OCTOBER 20, 2026

RAVE REVIEWS | REINVENTION WITH INTENTION



“Lisa’s talk was entertaining and engaging, offering a glimpse into how she helps people navigate what’s next with confidence and purpose.”

“Thank you [Lisa] for supporting and delivering a marvelous program last night.”

ALBUM

THE DAILY DRIP - NOVEMBER 4, 2026

KEY TAKEAWAYS| PRESENCE IS POWER



Your personal brand shapes your reputation, builds credibility, and opens doors to opportunity.

- *Be intentional. Align what you share with the reputation and relationships you want to build.*
- *Prioritize quality and relevance. Share content that resonates with your audience.*
- *Lead with value. Use your expertise and perspective to build trust.*

Print

ALBUM

INSIDE OUR COMMITTEES

Who Opens Doors for Women Leaders? Inside WEL Florida's Committees



Anila Nicklos, Committee Chair and Board Member - WEL Florida

Marketing Committee

The Marketing Committee keeps members informed about upcoming programs and ways to get involved. It also introduces WEL to a wider audience by sharing the organization’s work and the opportunities it offers women leaders.

Membership Committee

The Membership Committee welcomes prospective members and helps current members make the most of their membership. Sometimes that starts with a simple introduction at an event that gives two leaders from different industries a reason to stay in touch.

Partnerships & Sponsorships Committee

The Partnerships & Sponsorships Committee works with companies and industry leaders that share WEL’s commitment to advancing women. Through corporate partnerships and event sponsorships, it gives organizations a way to support WEL’s programs and contribute to greater gender balance in executive suites and boardrooms.

Programs & Events Committee

The Programs & Events Committee brings executives together through keynote talks, leadership panels, and signature events. Members hear firsthand how other leaders have navigated career decisions and leadership challenges, then have a chance to continue those conversations with peers.

Ecosystem Committee

The Ecosystem Committee builds relationships with professional associations and other organizations that support women's leadership. These collaborations help WEL members discover workshops, events, and professional networks beyond WEL's own calendar, giving them more ways to learn and connect across industries.

For WEL members, serving on a committee is a chance to share your expertise and get to know fellow members through working together. If a committee's work speaks to you, reach out to its chair to learn how you can contribute.

GET INVOLVED WITH WEL FLORIDA



Thank You to Our 2026 Partners and Sponsors

This year, WEL hosted **3 virtual events, 3 in-person Tampa events, and 6 in-person South Florida events**, including our Signature Event. Thank you to all our annual partners, breakfast sponsors, and Signature Event sponsors for investing in **hundreds of driven and dynamic women leaders** and the community we are building together.



Join Us in 2027

We're seeking sponsors for our **2027 Breakfast Networking Series in South Florida and Tampa**. Host or sponsor a breakfast, and your company is in the room with WEL's executive women. If you want a year-round presence, our annual partnerships start at $3,000.

To claim a breakfast or talk through partnership options, email me at partnerships@welflorida.org



"Be grateful for the challenge. Be excited about the possibility of what you'll learn. Find a passion around discovery of yourself and the challenges that you face."

Embrace the Challenge. Unlock Your Potential.

Challenges bring out the best in us. The more meaningful the challenge, the more opportunity we have to discover what we are truly capable of.

Curiosity, creativity, resourcefulness, flexibility, and the ability to recognize patterns and solve problems are all skills we possess. But they don't grow when everything

is easy or someone else is always there to solve our problems. They grow when we step outside our comfort zones, face uncertainty, and find our own way forward.

It may feel easier to let others take the lead or resolve difficult situations for us, but doing so can diminish our confidence and independence over time. The key is to preserve our sense of agency and trust in our ability to navigate whatever comes our way.

Don't shy away from challenges. Seek them out. Each obstacle is an opportunity to learn, grow, build resilience, and strengthen the skills that will serve you throughout life.

After all, the more you challenge yourself, the more you discover what you are capable of achieving.

Thoughts to ponder...

- **Creativity is intelligence having fun.** ~ Albert Einstein
- **Progress always involves risk; you can't steal second base and keep your foot on first.** ~ Frederick Wilcox

READY TO ELEVATE YOUR CAREER?

LEARN MORE ABOUT MEMBERSHIP - CLICK HERE

LET'S GET SOCIAL!

FOLLOW US

To enjoy the latest on leadership events, member spotlights, community highlights, and other resources to elevate your leadership journey.



THANK YOU TO OUR ANNUAL PARTNERS

Silver Partners

BERGER SINGERMAN
FLORIDA'S BUSINESS LAW FIRM

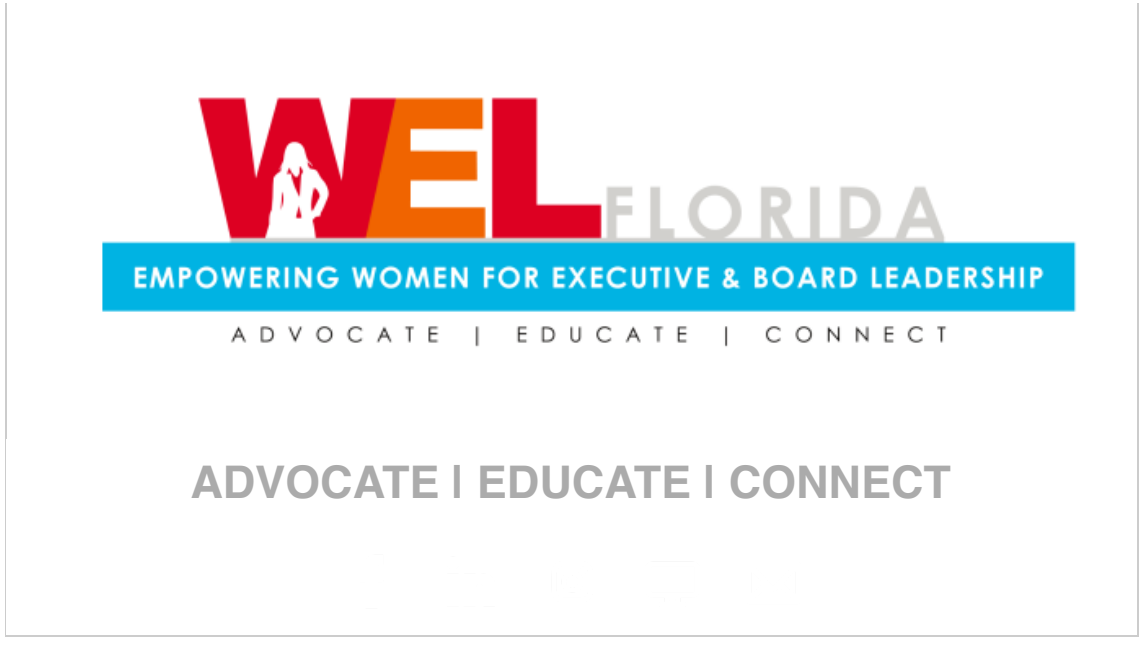
Right Management®

UNIVERSAL PROPERTY
& CASUALTY INSURANCE COMPANY

MARSH

Changed email address or having problems logging in?
*Email our amazing Administrator Nikki Paras: **Admin@WELFlorida.org**.*

*Update Your Membership Profile at **WELFlorida.org**.*



Women Executive Leadership | 985 Marina Drive | Weston, FL 33327 US

Unsubscribe | Update Profile | Constant Contact Data Notice

Constant Contact

Try email marketing for free today!